



## Chairman's Message

**W**e are half way through 2011 and "so far so good". It wasn't an easy time because the markets for our products have been erratic. Our financial results were good because of our continuing drive for higher productivity at all manufacturing locations. We will need that same drive and attention to detail in the second half because demand for our products remains uncertain.

This year we have hired new managers at all locations to replace retirees and to help us achieve necessary operational changes. Please give your full support to these new associates as they work with you to improve our operations.

I would like to congratulate and thank the members of SHIELD councils at all plants for their part in creating zero tolerance environments for accidents at all locations. Through their leadership we remain totally committed to having accident free work places. This is a nonnegotiable part of our company culture and all associates are empowered to see that we remain safe. Please continue to do your part in this important effort. Thank you.

## HEADQUARTERS

### St. Margaret Foundation

**F**or a second year in a row Robroy provided a corporate sponsorship to the St. Margaret Foundation. The St. Margaret Foundation is an independent, community-based not-for-profit organization dedicated to promoting health and wellness in the communities served by University of Pittsburgh Medical Center (UPMC).

Headquarters Associates participated in the St. Margaret Foundation Fitness Classic 5K charity run/walk on May 22nd. Proceeds from this year's event benefit The St. Margaret Foundation Bed Fund, which helps patients of the UPMC St. Margaret Community who have little or no health insurance. The Bed Fund provides assistance to disadvantaged patients at UPMC St. Margaret Hospital and its three family health centers. Transportation, medication, immunizations and nutritional education are just a few services provided through the Foundation. A specific example of the Fund's support was the provision of transportation to and from the hospital for the chemotherapy of a female cancer patient.

Congratulations to the participating Headquarters Associates for promoting health and wellness while making a positive difference in the local community.

### 2011 Ranatra Fusca Award Winners

**"T**he Odyssey of the Mind School Program fosters creative thinking and problem solving skills among participating students from kindergarten through college. It features an annual competition component at local through international levels. Students solve problems in a variety of areas from building mechanical devices such as spring-driven vehicles to giving their own interpretation of literary classics. Through solving problems, students learn lifelong skills such as working with others as a team, evaluating ideas, making decisions and creating solutions while also developing self-confidence from their experiences" [www.odysseyofthemind.com](http://www.odysseyofthemind.com)

Anil Kewalramani's daughter, Arushi, has been an active participant in the Odyssey of the Mind Program for

many years. This year her team won the prestigious Ranatra Fusca Creative Award at the state finals in April. "The Ranatra Fusca Award represents the essence of Odyssey of the Mind. It is presented to teams or individuals who exhibit exceptional creativity, through some aspect of their problem solution or an extraordinary idea beyond the problem solution. Omers (Odyssey of the Mind participants) and coaches regard the Ranatra Fusca Award as being equal to or more prestigious than winning a first place trophy."

Arushi's team ( #30699) demonstrated exceptional creativity and took great risk in their decision to present a non-linguistic solution, using grunts as their means of communication. The team incorporated all prehistoric elements to convey their solution. They used "ugh", "oo" and cave drawings to draw the audience into their "how to scratch" dilemma. Not only did they successfully emulate the period, the body language, intonation and inflection, they had the audience rolling in the aisles. Their combination of all the elements and the non-lingual risk was beyond the years of a Division II team. Ugh! Ugh! Ugh!





CPR

**W**hen a medical emergency strikes will you be ready to save a life? The associates at Corporate Headquarters in Verona are prepared! At the office on June 30th Headquarters Associates attended a cardiopulmonary resuscitation (CPR) training class conducted by the American Red Cross. For some of the associates it was a recertification and for others it was a first time experience. The trainer, Stefanie Liptak, a certified CPR trainer, was very informative, helpful and patient during the three-hour training session. All Headquarters Associates now have the vital knowledge and skills needed and can respond to a life-threatening situation with competence and confidence. They are able to perform CPR and provide care for breathing and cardiac emergencies. When visiting Headquarters you can rest assured you are in good hands.

Benefits Bulletin Board

Effective 6/1/11, Associates will contact Fidelity Investments directly for all 401(k)-related transactions. This includes:

- Enrollment
- Changes to contributions
- Investment elections/changes
- Requesting a loan
- Requesting a hardship withdrawal
- Designating beneficiaries

These transactions can now be done from your home or from anywhere with phone or internet access.

Please be sure to designate your beneficiaries in the Fidelity system since Robroy will no longer retain 401(k) beneficiary designations after 8/31/11. If beneficiaries are not in the Fidelity system and a death occurs, the funds will default to your spouse or estate.

We encourage you to visit the Fidelity website often to view your plan balances as well as other helpful and informative data. Register your personal email address in their system and you will receive periodic communications from Fidelity.

401(k) On-Line Enrollment  
800-835-5097  
www.401k.com

2011 Graduates

**T**esla Allison is a June 2011 graduate of Belding High School. She served (no pun intended) on the school's volleyball team and also played on the softball team. As a member of the PALS Program, Tesla worked with elementary school children. Tesla's future plans include attending Montcalm Community College in the fall where she will pursue a degree in social work. Tesla says she comes from a large family that has always supported her. She is the daughter of Ron Allison, Third Shift Lead Man in Molding.



Tesla Allison - Belding High School

Whitney Mitchell recently graduated from Caledonia High School. She is excited to soon be a freshman at Michigan State University where her course of study will be pre-med in preparation for a career as a surgeon/doctor. This summer she is enjoying her first job as an office intern at Stahlin Enclosures.



Whitney Mitchell - Caledonia High School



Is Whitney examining the workings of the office shredder or avoiding having her photo taken?

In high school Whitney was dedicated to her academic studies, pursuing her love of music and to serving others. She was a member of Caledonia's Honors Orchestra where she played bass and violin. She also has taken private piano lessons for six years and loves the piano. A member of the National Honor Society she had opportunities to share and serve with her peers. As an active member of her church, she served her community through working at the church's food pantry.

Right after graduation, in June, Whitney had the opportunity to travel with the orchestra to the east coast, including New York and Boston. The trip incorporated a visit to the Today Show, a tour of Rockefeller Plaza, a ferry ride around New York harbor and a visit to Times Square. In Boston she took in a concert of the Boston Pops Symphony. Even more rewarding to Whitney was the opportunity her orchestra had to be conducted by the Pops' maestros and to have their playing critiqued by them.

Whitney is the daughter of Craig (General Manager) and Vicki Mitchell.

In graduating from Belding High School, Laisha Moody has completed the first step in what her father, John "Buck" Moody, has stated, "is sure to be a life filled with many goals and achievements." Laisha currently attends community college in her pursuit of a career in the medical field. A degree as an RN will be the next step in her goal to become a medical examiner.



Laisha Moody - Belding High School

Laisha's parents, Buck and Amy Moody, are extremely proud of their daughter. Buck is a Polyurethane Gasket System Tech at the Stahlin facility.

Stahlin would like to extend congratulations to these young ladies and their families and wish them continued success as they further their education.

New Hire

**S**tahlin Enclosures welcomes a new plant manger, David Boggiano. David earned his undergraduate degree from Michigan State University and his MBA at Oakland University. His work experience includes automotive, robotics and polyurethane foam industries.



David Boggiano - Plant Manager

David and his wife, Tricia, have been married for seven years and live in Belmont, Michigan about 20 miles west of Belding. They have two wonderful children: Mikaela (16) and Sam (4).

Rumor has it that David is a scratch golfer. The Stahlin Golf Outing is about to witness some serious competition this year.

Adopt A Highway



Safety dictates the fluorescent lime vests of the Adopt-A-Highway participants.

**T**he Texas Robroy Associates may not find 85°F and 90 percent humidity much to complain about, but it certainly was a huge shock to the systems of the Stahlin Adopt-A-Highway crew last spring. After an especially miserable winter, Stahlin Associates bundled up at 8:00 AM on a chilly April morning to carry out their responsibility and pick-up trash on their designated stretch of highway. By 10:30 AM the temperature had climbed from 50°F to a sweltering 85°F with humidity to match! Never the less, the trash was successfully collected.



## 101 Best &amp; Brightest



Cindy Stowell, Human Resources Administrator, accepted Stahlin's award.

**T**he Evolution of Talent was the theme on Thursday, May 5th at the Pinnacle Center in Hudsonville, Michigan for the annual West Michigan's 101 Best and Brightest Companies to Work For presentations.

The 101 Best and Brightest Companies to Work For is an award presented to companies that recognize their employees as the greatest asset of their businesses. As stated in past issues of the Bagpiper, the process for selection is three-fold and includes the following steps:

1. Individuals nominate companies
2. The company's Human Resource Department is contacted to complete and submit an extensive survey along with an employee roster.
3. Company employees are selected to complete an anonymous survey on how they feel about their work environment.

Each application is examined statistically for quantitative data and the scoring uses a point system. The companies with the highest scores in each category are selected as *Elite Winners* and the overall winner is awarded the *Best of the Best* honor. With this award businesses are allowed to showcase their best practices and policies and the companies can demonstrate why each of them is an ideal place for people to work. Stahlin Enclosures is proud to say that they are one of the 101 Best and Brightest Companies to Work For in Michigan.

101 Best and Brightest Companies to Work For is more than just a presentation of awards once a year. It is an organization that presents many benefits to those who participate.

- Complimentary Assessment Report – summarizes your company compared to other participating organizations.
- Workplace Assessment and Analysis – perception of your work place by your employees through a summary of employee responses.
- Consulting – deeper look into workplace policies and procedures.
- HR Hotline – 800 hotline for workplace questions.
- Customer Service – available to answer questions.
- Education – Elite Suite Series workshops where best practices are shared.
- Social Media – Web site, blogs, forums, LinkedIn Group – for HR questions
- Winner Media Campaign – complete media coverage including, radio, television, e-mail, Web, press releases and more.
- E-publication – winners can contribute to this publication.

For the 8th year in a row Stahlin Enclosures was able to count themselves among the 101 Best and Brightest Companies to Work For.



Pat Kelly, maintenance, is happy to show off the Stahlin Enclosure.

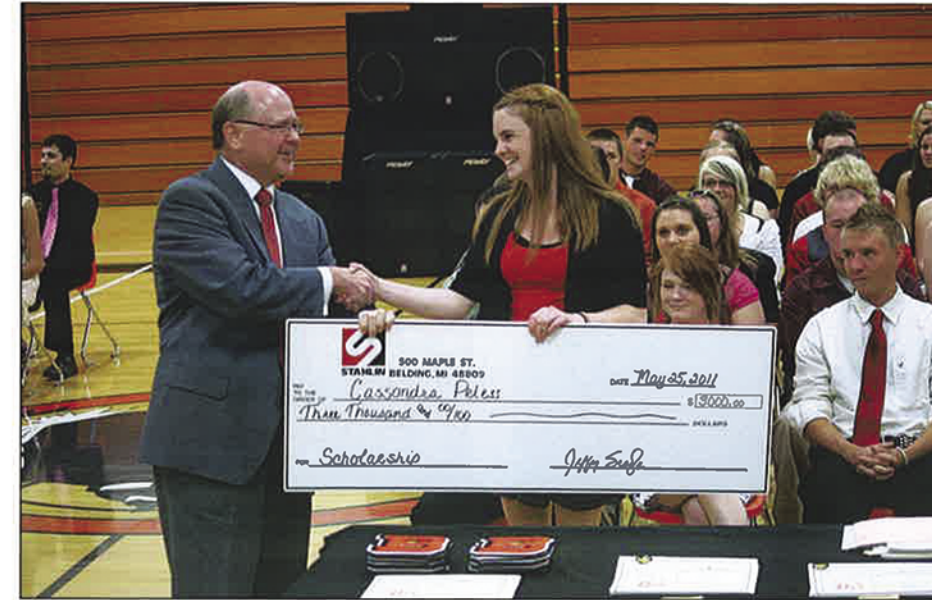


Stahlin donated an enclosure to the new Montcalm Fair Grounds in Greenville, Michigan.

### Montcalm County Fairgrounds

**M**ontcalm County Fair Grounds is the home of the Montcalm County 4H and was located on the west side of Greenville, a town just north of Belding, Michigan. Recently the fair grounds moved to a new location about one mile north of Greenville. The 4H Web site now sports a slogan: New Place, New Barns, New Memories, Old Friends. Stahlin donated a large electrical enclosure for the new livestock barns as just another service to the community.

## Scholarship



Jeff Seagle presented a BIG check to Cassandra Peless of Belding High School.

**T**he 2011 Stahlin Scholarship was presented to Belding High School 2011 senior Cassandra Peless. All applicants were asked to write an essay on "How Composites are Used in Every Day Life." Cassandra will be attending Davenport University in the fall to pursue a degree in business management/business professional studies.

Cassandra's final statement in her essay was "Look around, composite materials are everywhere!" Can you name a composite material? Do you know what composite materials are? Composite materials, commonly known as composites, consist of two or more materials combined in such a way that the individual materials are easily distinguishable. A common example of a composite is concrete. It consists of a binder (cement) and a reinforcement (gravel). Adding another reinforcement (rebar) transforms concrete into a three-phase composite. Other composites are disc brakes, fiberglass bathtubs and imitation granite counter tops. How many more can you name?

## Bike Rodeo

**L**arry Warner, Specials Department, has a part-time job with the Belding Police Reserves. The Reserves provide security for school functions, athletic events and community programs and they ride with sworn officers as extra assistance during high service periods.



There were kids of all ages and bikes of all sizes.

...all makes models and colors!



## Cute as a Button



Hoyt Joseph Parker

**W**here in the world did the 1946 saying "cute as button" come from? And who came up with "cute as a bug's ear" (1930) or "cute as a bug in a rug" (1942). Each saying refers to something small, charming and attractive. Little Hoyt Joseph Parker is all those things and more and he arrived on the scene April 11th at 9:00 PM weighing 8.5 pounds and stretching 21 inches long. He may be small now, but can't you see those long fingers palming a basketball someday or playing the piano.

Jay and Lori Parker are the proud parents of this adorable little boy. Jay is a Press Operator for Stahlin.



Bikes were inspected for safety.

participants also went through an obstacle course to teach safe biking techniques and riding skills for the sidewalk and the street. Nine bikes were given away. Stahlin was a big sponsor of this year's Rodeo.





The Belding High School gymnasium was filled with exciting things to see and to do.

15th Belding Showcase

The weather outside was frightful, with a mix of rain and sleet, but the camaraderie inside the Belding High School gymnasium was delightful for the 15th Annual Belding Community Showcase. The Showcase featured musical groups, art exhibits and projects from Belding Area Schools. It also included 25 community groups and more than 40 local businesses. Leslie Mount, school superintendent, stated, "The weather may have worked in our favor, as there weren't any sports going on and we were the only show in town." The event usually draws over 2,000 Belding residents, but it was suspected that the number was higher for 2011.

Musical performances took place in the auditorium and included Belding High School's Pops Ensemble and Jazz Band, as well as Woodview Elementary School's second grade and the Middle School's guitar class. Kindergarten through fifth grade projects were displayed in the balcony overlooking the gym and school clubs and organizations lined the hallways.

Attendees checked out student poetry, miniature villages, homemade dolls, animal habitats and lots of posters.

"I made the New England Colony as part of a project where our teacher wanted us to learn how a community works together," said Jo Vanderroer, 10. "It is so interesting to see all the different projects. We come every year to see what the kids are doing and to see everyone," said her mom, Brenda Vanderroer of Belding.

Kat Matos attended with her two daughters. "We come every year to see the kids' things, but also to see what programs are available in our county," she said. "There are a lot of local services that we don't always know about."

The handouts included reusable cloth bags, pamphlets, stickers and candy and food samples made the Commons a very popular site. The Gold Star Awards were presented to a local community member and a local business for the donation of their time and resources to Belding schools. This year's recipients were Tami Tefft and Belding Tank Technologies.



Several policemen patrolled the area and one stopped to chat at the Stahlin booth.



Fiberglass electrical enclosures were displayed at the Stahlin booth and Stahlin Associates dressed in red and black were on hand to greet the crowd and pass out treats.



Visitors as far as North Carolina came to the Showcase. "This is fantastic," Dennis Zuver of Ocean, North Carolina said. "You can tell they put a lot of work into planning this."

1st Annual Easter Party

Have you ever attended a community Easter egg hunt? You'll find lots of children running wild and they'll find hundreds of colored eggs hidden in every nook and cranny of a local park. Michelle Sweet-Foote, Kathy Tissue and Kiesha Coon came up with the great idea of throwing an Easter party for the children and grandchildren of Stahlin Associates including a traditional Easter egg hunt.

Four hundred eggs were decorated and distributed around the Stahlin Enclosures property, then 25 children ages 10 and under were set free to locate as many eggs as they could find. Each child also received a basket stuffed with treats and small toys.

Upon arrival each participant had their name entered into a drawing for a huge stuffed bunny and movie passes to the Easter flick "Hop." Joe Mitchutka's little boy, William, was the lucky winner. Dean and Wendy Childs managed a ring toss in which a ring was tossed over a bunny's ear. Is that an earring toss? Rudy and Patsy Alevera served hot dogs, chips and desserts while Michelle Sweet-Foote painted faces. Ron Allison hopped around dressed as the Easter Bunny, the final touch to a great idea and one very successful party. The party was a hit and created such excitement that everyone is already looking forward to next year's Stahlin Easter party!



This is a boy bunny. He has blue ears.



That kid has a mustache!



All of the egg hunt participants had their photo taken with the Easter Bunny.



The Easter Bunny posed with a few of the egg hunters.



The Easter Bunny gives a big hug to two gorgeous red heads.



(above) These two egg hunters look like they spied the same find.

(left) Her face paint matches her outfit.





The U10 All-Stars were the tournament champions.

## Baseball All-Stars

David McCellon's sons, David and Derrick, made All-Star teams in Gilmer, Texas this year. David played for the Under 12 team and Derrick for the Under 10 team and both played in the 8th Annual Joey Comer Memorial Tournament in Spring Hill. David's team placed third and Derrick's team took home the championship outscoring their opponents 73 - 6 in the two-day tournament. Derrick pitched a one-hitter on the second day of the event and hit two home runs to defeat White Oak for the championship title.

David McCellon is the Conduit Division's Shipping Supervisor.



(above) Two Gilmer All-Stars, Derrick and David have their photo taken with their dad after the 8th Annual Joey Comer Memorial Tournament this past spring.

(left) U10 pitcher Derrick McCellon was an All-Star indeed with 2 home runs and a 1 hitter!



## 16th Anniversary



David Marshall recently celebrated his 16th year of service with Robroy Industries.

## Birthday



The staff never forgets David Marshall's birthday or the opportunity to have cake!

## Imogene Jones Retires



Years of working together have forged strong bonds of friendship. Deb Ford, Marcella Vinters, Imogene Jones, Billie Jones and Faye Mathis gather for a group photo at Imogene's retirement soiree.



Some of Imogene's fellow workers linger after her party to chat.

Imogene Jones began her Robroy employment in 1982 and she spent 29 years serving Robroy, finally retiring from her position of Material Handler. Her friends and coworkers celebrated her retirement with a cake, cards and presents and her many friends shared some great stories. Everyone will miss Imogene's smiling face, but she is wished a long very happy retirement.

## Graduations



Honors student Jerilyn Davis with her parents Samantha and Jerry Davis.

Jerilyn Davis graduated from the University of Texas at Tyler with a degree in construction management and has begun her employment with Root Construction Company out of

Tyler, Texas in the position of Project Manager. During her college years she gained on the job training by helping to build the new Robroy Retreat. She now looks forward to building homes for families across East Texas.

Jerilyn is the daughter of Jerry (Production Supervisor.) and Samantha Davis.



The construction look with a feminine touch!



Accessorizing for her new job.

## Academic Honors

Laurie (Ivy) Robinson's daughter, Ashley Keen, was recently selected to join the Alpha Rho Phi Chapter of Phi Theta Kappa at Bossier Parish Community College (BPCC).

Less than 10% of the 6,600 BPCC students receive invitations to join this International Honor Society of two-year colleges. The invitations are extended to a small group of students who excel with outstanding GPA's. Ashley is a Robroy Scholarship recipient and she plays on the BPCC softball team.

Congratulations, Ashley. You make your mom very proud!



Ashley Keen - Phi Theta Kappa

## Let's Make a Deal Promotion

During Graybar's 2010 National Electrical Training Conference, Robroy Industries Electrical Products Division introduced a promotion entitled: **Let's Make A Deal** to all Graybar locations. Every fulfilled order qualified participating Graybar employees for a chance to win the grand prize - an all-expenses paid weekend vacation for two in Las Vegas. The winner, selected in an independently conducted drawing, was Brandon Proctor from Graybar-Abilene in Abilene, Texas.

Mr. Proctor and his wife returned from their trip with rave reviews and the following comment. "Just wanted to send you guys a very sincere thank you! My wife and I had a wonderful time. The hotel was incredible! The "O" show was over the top, especially from the front row. I appreciate everything that you guys do for us."

Robroy Industries appreciates the support and additional business from all the Graybar employees who participated in the **Let's Make A Deal** promotion.



Kendra Slaton - New Diana High School

On June 3, 2011, New Diana High School held their graduation ceremonies at the Gilmer Civic

Center. Ms Kendra Slaton, daughter of Kim Slaton, was one of the graduating seniors. Kendra graduated with 21 college credit hours. She was a member of the National Honor Society and ranked in the top 25 percent of her class. As a National Scholar with Merit she proudly begins her studies with \$20,000 in scholarships.

Kendra is working to earn her associates degree in health sciences at Kilgore College and plans to pursue her bachelor's degree at a four-year university in a specialized medical field.



March of Dimes



The Warburton's make the March of Dimes March for Babies a family affair.

The Robroy March of Dimes March for Babies 2011 team raised \$1,800 this year! Tracie Warburton wanted to thank all of those who supported this wonderful cause and Robroy for matching all of the donations that were collected. Robert, Tracie and their son, Layne, were official walkers at the event. Little Dorrie, their daughter, was scheduled to walk as well this year, but was sick on the day of the walk. Maybe next year Dorrie!

New Faces at the Conduit Division



Darryl Tyson - Plant Manager - Gilmer

The Conduit Division announced the appointment of Darryl Tyson to the position of Plant Manager. Darryl's managerial experience assures the Conduit Division a path of continued growth. He earned his degree in business administration from Dallas Baptist University and served in several managerial positions before coming to Robroy Industries. Some of those positions included value stream manager, manufacturing manager and production manager. He was directly responsible for the operational and financial performance of an entire facility at his most recent position in Mesquite, Texas. "Darryl Tyson's plant operational experience combined with his knowledge of manufacturing will be

of direct value to our customers," stated David Marshall, Robroy President and COO.

Randee Croley is the newest member of the Robroy Team. Randee is working at the Avinger Division in the position of Inside Sales/Receptionist. Her experience spans more than five years employed as an office manager for H and H Land and Timber.

Randee has 3 children. She has 2 sons, Ethan Cole, 7, and Noxx Halen, 2, and her daughter, Austin Lo, is 3. During her spare time Randee enjoys cooking and playing with her children.

A hearty Texas welcome is extended to these two new associates.



Randee Croley - Sales/Receptionist

A King Sized Snack

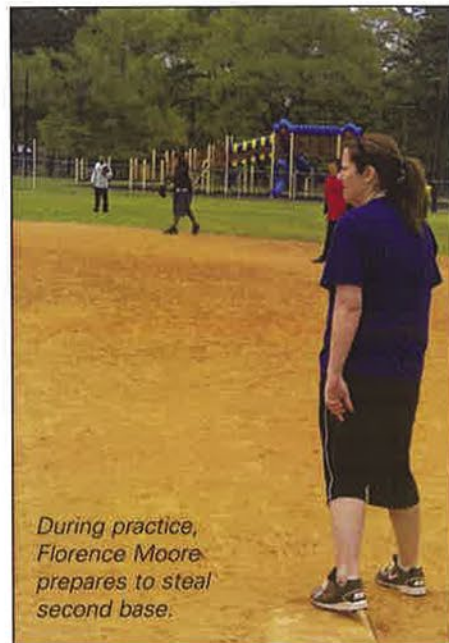


Everything is bigger in Texas.

Pork skin or pork rind is the skin of a pig; it's as simple as that - almost. No carbs here, my dear unless additives are used. In the US, pork skin is usually sold as a snack. It is made in a two-step process: pork skin is first rendered and dried and then fried and puffed. The Spanish name for this snack is chicharrón. There is five times as much sodium in pork skin as there is in potato chips and about the same amount of fat.

The extra large pork skin showed up at the Conduit Division. The number of calories in this "little" treat would have to be calculated with an adding machine!

Robroy Softball



During practice, Florence Moore prepares to steal second base.

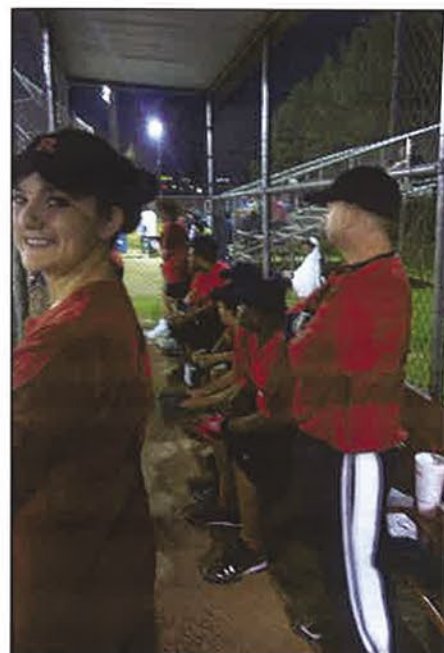


Practice makes perfect.

The Conduit Division put together a coed softball team last spring and also received a little help from Jody Wendell, Duoline Technologies. The games were played every Thursday in April against other coed teams from Longview, Texas. Florence Moore and Charlotte Pechiney vied each game to see who would sit on the bench and cheer for the team. When asked who was the Star of the team, the reply was - everyone who was able to get out of bed on Friday and get to work!



Tony Williams is the team's ace pitcher.



The team all decked out in their team uniforms. Go Knights!



Kelly Jones gets in some batting practice.

Reps Present Award

The Conduit Division held a rep meeting in March. Following the meeting a group of the Perma-Cote sales reps prepared an award as a thank you gift for David Marshall for all that he does for their companies. The group was made up of Tom Hodges, Kelly Boyd, Craig Schell, Brian Chase, Tom Cotter, John Blust, Tom Pierce and Jack Buttery. The award named Mr. Marshall as "The Most Innovative Manufacturer and Partner of the Decade" and that notoriety was engraved on the award.

On May 20th Craig Schell traveled to the Gilmer office to make the presentation to Mr. Marshall.



A special award was prepared for David Marshall from a group of Perma-Cote reps - no foolin'.



Craig Schell presented the reps' award to Mr. Marshall.



Conduit Division Associates gathered to congratulate David Marshall and get a good look at his trophy.





The bride and groom.



With these rings...



The wedding party.

The Honeymooners

Laurie Ivy and Stoney Robinson tied the knot on June 4th attended by their kids, Misti, Ashley, Hunter and Ethan. Hunter gave his mom away and Ethan was the best man and ring bearer. The ceremony and reception were beautifully done and family and friends had a fabulous time. Then it was off to a honeymoon in Rivera Maya that included some snorkeling adventures. Stoney nearly drowned after getting water in his snorkel and Ivy got lost having roamed away from their group while taking underwater photos. Stoney slipped on the deck of the boat and knocked Ivy into the ocean. The trip as a whole was perfect, but they returned to Texas exhausted.



And two shall become one.



Fun and sun in Rivera Maya.



Stoney and Laurie tried snorkeling.

Vacationing at Sea World



The Warburton's at Sea World.

Tracie Warburton and her husband, Robert, took their two children, Layne and Dorrie, to San Antonio for a Sea World vacation in May. They had a great time! Layne's favorite part of the park was the water play area and Dorrie liked meeting Zoe from Sesame Street. Tracie enjoyed feeding the dolphins and little Dorrie was exhausted by the time they saw Shamu.



Layne and Dorrie wave to the camera.



Petting a dolphin is like touching a wet olive.



Say "cheese!"

Plant Workflow Comes to Avinger!

Avinger is very excited to get the Plant Workflow system installed in their facility. This new system will help the Avinger Division automate work order tracking and posting providing electronic based production forms and key performance indicators.



Avinger would like to thank Manohar Taware, Corporate Controls Engineer, for his hard work in getting this project completed.

The new terminals are highly visible throughout the plant.



Michael Moody and Manohar Taware give a thumbs-up to the installation of the Plant Workflow system at the Robroy Avinger facility.

The Lady Eagles Go Undefeated



Top Row: Courtney Rogers, August McBride, Jessica Hampton, Khesleigh Posey; Third Row: Sara Smith, MacKenze Manes, Shelby Francis; Second Row: Hannah Pope, Laci Leathers, Kimmy Hendricks, Ashley Brown; Bottom Row: Hannah Post, Lauren McCallum

The New Diana Lady Eagles finished their regular softball season as the undefeated District Champions of Class 2A under head coach Rosann Newsom and assistant coach Megan Hunt. This was a school first for the softball team. Tami Leathers daughter, Laci, helped to bring the team through this historic season along with some impressive pitching by Courtney Rogers. The team lost to the Grand Saline Indians in the playoffs. However, a rousing congratulations is extended to these very skilled ball players for a history-making season.

Billie Traywick's Infamous Potatoes

One potato, two potato, three potato, four. Billie Traywick received spuds at Headquarters instead of them coming to her door. Five potato, six potato, seven potato, eight. Anil Kewalramani and Mike Deane said "This is ridiculous. These shipments must abate." The barrage of potatoes came from Expedient Communications. They used Billie Traywick's name, but got mixed up on locations. Expedient tried to get cute, sighting taters as good conductors of electricity. Billie only wanted yams, so out they went. What a pity!



One shipment of potatoes.



(left) The first loads of customer pipe arrive at the new Duoline facility.



(below) The Lining Department anxiously waits the arrival of the first loads of customer pipe.



**Duoline Shield Rollout**

The SHIELD program, later named the Safety Shield Program, came into existence in 2005 at all of the Robroy facilities and has become an integral part of the company culture. In April of 2011 the program was rolled-out for all of the employees and their families at the Gilmer Duoline Technologies plant.

Through the help of Bill Murphy from AON this safety program took shape back in 2005 and he was on hand for the unveiling of the program on April 9th. Shield Council Members from the Conduit Divisions attended the rollout to show their support for their fellow Duoline Shield Council Members. Shawn Baird, James Choate, Kelly Jones, Tim Morey and Lonnie Shrewsbury attended the rollout from the two Conduit Division Councils.

At 10:00 AM the group was welcomed and Shawn Baird and Bill Murphy briefed the crowd on the origins of the program and it's six-year history. Then the Duoline Shield Council got in on the act and explained each section of the Shield Handbook. Jodi Wendell presented the information on Safety while Ramon Hill discussed Habits. James Pullen went over Interaction and Florence Moore expounded on the topic of Education. Life Style was Casey Hathaway's topic and finally Eric Nichols emphasized Diligence.

Then came a catered lunch followed by fun activities for everyone. There was a Sumo wrestler championship to watch, giant blow-up slides to ride and a snow cone truck to provide treats. The Gilmer Police Department and Gilmer Volunteer Fire Department, with one of their trucks, were on hand and they presented kid friendly safety books and stickers. Finally, a special guest showed up with hugs for all and an Easter egg hunt with lots of candy. The special guest was the Easter Bunny, Breanna Burk – Florence Moore's niece.

Following a full day of activities for the associates and their families the roll-out came to a successful conclusion. It must be remembered that the key to the Shield Safety Program's success lies in a safety initiative that is management supported and employee lead.



*A fight to the finish for Brady Overton and Manohar Taware.*



*Manohar – the victor.*



*Manohar is declared the champion.*



*The Easter egg hunters pause for a group photo.*



*Emma Zapata exhibits a shy smile as she let's the Easter Bunny hold her.*



*Swarali Taware, 3, and Florence Moore take a break from all of the activities on the steps of the fire truck.*



*Swarali and the Easter Bunny.*



*David Marshall and Easter Bunny pose for the photographer.*



*Brady Overton displays what he learned.*



*Jodi Wendell knows exactly what she's doing and that fire will be out in no time.*



*Florence Moore is proof that you can maneuver a fire extinguisher even in a skirt.*



*Has Oscar Zapata been watching Dancing with the Stars? Look at that little quick-step.*

**Fire Extinguisher Training**

Each of the three Texas facilities conducted their annual fire extinguisher training in the spring. Every associate was afforded the opportunity to extinguish a fire, giving them hands on experience, which they can utilize at work or at home should a fire break out. Shane Rust and Tony Marshall from the Longview Fire Department and Shelby Henderson and Billy Joe Williams from the Gilmer Volunteer Fire Department provided the training at all of the divisions.



*Shane Rust and Tony Marshall from the Longview Fire Department provide their expertise at the training session.*



SERVICE AWARDS



Ronnie  
Montgomery



Donna  
Waterstraat



Sarah Brooks



Brian Smith

NAME	YEARS SERVICE
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Conduit Division

Ronnie Montgomery .....	40
Donna Waterstraat .....	15
Sarah Brooks .....	5
Brandon Keel .....	5
Brian Smith.....	5

Stahlin Division

Ken Main .....	15
Teresa Ramirez.....	15
Vic Bookie.....	15
Linda McGuire .....	15
Jen Ullery .....	10
Kiesha Coon .....	10
Mike Carstens .....	10
Dale Clayton .....	5
Bill Olsen .....	5
Chris Decraene.....	5
Deb Souza .....	5
Christina Ayres .....	5
Leo Battreall .....	5
Joe Michutka.....	5

RECIPE

Raspberry Chocolate Cheesecake

- 2 cups chocolate wafer crumbs (about 38 wafers)
- 1/3 cup sugar
- 1/2 cup butter, melted

Filling:

- 1 envelope unflavored gelatin
- 3/4 cup cold water
- 2 cups heavy whipping cream
- 3 packages (two 8 ounces, one 3 ounces) cream cheese, softened
- 1/3 cup sugar
- 4 ounces semisweet chocolate, melted and cooled
- 1 cup fresh or frozen raspberries
- fresh raspberries and mint, optional

Directions:

1. Combine the wafer crumbs, sugar and butter. Press onto the bottom and 1" up the sides of a greased 9" spring form pan; set aside.
2. In a small saucepan, sprinkle gelatin over cold water; let stand for 1 minute. Heat over low heat, stirring until gelatin is completely dissolved; cool slightly.
3. In a small bowl, beat cream until stiff peaks form; set aside. In a large bowl, beat cream cheese and sugar; stir in cooled gelatin. Transfer half of the mixture to another bowl.
4. To one bowl, fold in melted chocolate and half of the whipped cream. Pour over prepared crust. To the other bowl, carefully fold in the remaining whipped cream, then the raspberries. Pour over chocolate layer. Cover and refrigerate for 6 hours or overnight.
5. Carefully run a knife around edge of pan to loosen. Remove sides of pan. Garnish with berries and mint if desired. Refrigerate leftovers.

Yield: 12 servings.

